

BEFORE THE STATE BOARD OF MEDIATION

Jefferson City, Missouri
January 4, 1971

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|---|---|--------------------|
| State Federal Soldiers' Home of Missouri |) | |
| St. James, Missouri |) | |
| |) | |
| and |) | Public Case No. 41 |
| |) | |
| Local 1810 and Missouri State Council 72, |) | |
| American Federation of State, County and |) | |
| Municipal Employees, AFL-CIO |) | |
| Jefferson City, Missouri |) | |

In the matter of determining (a) appropriateness of bargaining unit and (b) majority representation for employees at the State Federal Soldiers' Home of Missouri at St. James, Missouri.

STATEMENT OF FACTS

Pursuant to Sections 105.500 and 105.525 RSMo, the parties in the above styled public case recently petitioned the State Board of Mediation to determine the issues of (a) appropriate bargaining unit and (b) majority representation amongst employees at State Federal Soldiers' Home of Missouri, at St. James, Missouri.

An official representative of each party in informal conference before this Board in Jefferson City on December 29, 1970, submitted as evidence for the record in the case certain exhibits to enable the Board to make the findings of (a) and (b), aforesaid.

Exhibit 1 and Exhibit 2 are relevant to the issues before the Board:

Exhibit 1 contains a listing of all present employees at the Soldiers' Home at St. James, including their job classifications.

Exhibit 2 contains a listing of employees, including their job classifications, admitted to be exclusions from the (a) appropriate bargaining unit, such as, supervisors, professional, and other management personnel.

FINDINGS

- (a) Appropriate Bargaining Unit
- (b) Majority Representation

FINDING (a). Appropriate Bargaining Unit. The State Board of Mediation finds that the employees in each of the following job classifications at the State Federal Soldiers' Home of Missouri, at St. James, Missouri, constitute an (a) appropriate bargaining unit, as defined in Section 105.500 RSMo, to-wit:

Nursing Assistant I

Food Service Helper I

Storekeeper I

Custodial Worker I

Laundry Worker I

Cook I

Laborer II

Watchman

Maintenance Man I

Maintenance Man II

Clerk Typist I

Plumber

Clerk Typist II

A.

EMPLOYEES EXCLUDED FROM THE APPROPRIATE BARGAINING UNIT

The Board further finds that employees in the job classifications, as listed below, at the above named institution, do not fall within an appropriate bargaining unit as defined in Section 105.500, supra, for the reason that we find them to be managerial, supervisory, confidential, internal security and/or professional employees, who do not have a clear and identifiable community of interest with employees within the appropriate bargaining unit that we have determined and set out above. Accordingly, we hereby exclude employees in such job classifications from the appropriate bargaining unit, to-wit:

Graduate Nurse III
Cook III
Account Clerk II
Executive II
Fire & Safety Supervisor
Clerk Typist III
Nursing Assistant II
Custodial Worker II
Food Service Helper II
Superintendent
Cook II
Dormitory Supervisor
Nursing Assistant III
Maintenance Foreman
Laundry Worker II
Graduate Nurse I.

FINDING (b). Majority Representation. From the listing of union membership in the evidence and from oral admissions of the parties, the Board finds that a majority of the employees within the (a) appropriate bargaining unit, as aforesaid, are members of the union, and that "majority representation" exists, as prescribed by Section 105.525 RSMo.

ORDER

It is therefore ordered:

(a) Appropriate Bargaining Unit: That the employees in the job classifications specified in FINDING (a) at the State Federal Soldiers' Home of Missouri at St. James,

Missouri, be and they are hereby determined and certified to be and constitute an appropriate bargaining unit, pursuant to Sections 105.500(1) and 105.525 RSMo.

(b) Majority Representative Status: That majority representative status within the appropriate bargaining unit, aforesaid, be and the same is hereby determined and certified to be and inhere in Local 1810 and Missouri State Council 72, American Federation of State, County and Municipal Employees, AFL-CIO.

MISSOURI STATE BOARD OF MEDIATION

(SEAL)

/s/ Daniel C. Rogers
Daniel C. Rogers
Chairman and Public Member

/s/ Truman Henry
Truman Henry
Employer Member

/s/ Charles R. Bibbs
Charles R. Bibbs
Employee Member